

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL MEMORANDUM

SB 1705 – HB 1542

March 25, 2014

SUMMARY OF ORIGINAL BILL: Credits a state employee with 10 or more years of state service with the equivalent of a general education development credential (GED) for the purposes of retention of state employment, promotion as a state employee, or return to state service.

FISCAL IMPACT OF ORIGINAL BILL:

Other Fiscal Impact – The estimated fiscal impact cannot be reasonably determined due to several unknown factors including, but not limited to, the amount of any salary increase that may occur and the number of current and former state employees who may be impacted.

SUMMARY OF AMENDMENT (015095): Deletes all language after the enacting clause. Authorizes the Department of Transportation (TDOT), with approval of the Department of Human Resources (DOHR), to create a new job classification that shall not require a high school diploma or state-approved high school equivalency certification as a minimum qualification. Such job classification shall be available only to TDOT employees who, as of September 1, 2013, were employed in a highway maintenance job classification that did not require a high school diploma or state-approved high school equivalency certification as a minimum qualification, which classification shall be abolished on September 1, 2015, and who is eligible for full state service retirement on or before September 1, 2016. In order to obtain such position, an employee meeting the requirements must apply, interview, be selected for, and be placed in such position no later than September 1, 2015.

FISCAL IMPACT OF BILL WITH PROPOSED AMENDMENT:

Unchanged from the original fiscal note.

Assumptions for the bill as amended:

- According to TDOT, the number of employees the proposed legislation could ultimately impact is unknown. Currently there are 35 employees in the process of trying to obtain their GEDs.

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- The pay rate for the new classification will be lower than the positions these 35 employees are in. No additional positions will be created. The Department will re-class existing vacant positions and will not incur any additional expense as a result of the bill as amended.
- According to DOHR, the Department conducts job analyses in the routine course of business.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink, appearing to read "Lucian D. Geise".

Lucian D. Geise, Executive Director

/lsc